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ABSTRACT

This document provides the proceedings for the 21st Annual Conference of the Community Colleges for International Development. It begins with a letter of welcome from the Chancellor of Pima Community College, the conference's host institution. It then outlines the schedule of activities for each day of the conference, listing workshops and lectures that cover such topics as underprepared students, internationalizing curricula, online education, new technologies, and distance education. Social activities are integrated with discussions and guest speakers, whose biographies are included. The program then recognizes conference sponsors and provides information on exhibitors. The document concludes with a list of registered participants. (YKH)

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COMMUNITY COLLEGES FOR INTERNATIONAL DEVELOPMENT

21st Annual Conference

FEBRUARY 1 - 3, 1998

SHERATON SAN MARCOS
PHOENIX / CHANDLER, ARIZONA

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February 1, 1998

Dear CCID Colleagues:

As Chancellor of Pima Community College, I would like to extend a warm welcome to all participants of this 21st Annual Conference of Community Colleges for International Development.

As host institution, Pima Community College is honored that this conference is being held in the state of Arizona. As a gateway to Mexico and Latin America (as well as a major export state to the Pacific Rim) we Arizonans are aware of the importance that international education plays in enhancing the quality of life for our respective communities. There are many innovative international programs at Pima Community College and at other institutions of higher learning in this state that we welcome you to explore.

I would like to take this opportunity to extend my gratitude to Dr. Maxwell C. King the Chairman of CCID and to Executive Director Robert J. Ludwiczak for their tireless efforts in ensuring a successful conference. This event highlights the important mission of Community Colleges for International Development and inspires us to increase our efforts in promoting international education.

While in Arizona, we encourage you to take advantage of the many attractions throughout our state and take back with you some of the warmth and hospitality for which Arizonans are recognized.

We trust that your participation in this conference and your stay in Arizona will be both productive and rewarding. If we can be of additional service please let us know.

Cordially,

Dr. Robert D. Jensen
Chancellor

SATURDAY, THE 31ST OF JANUARY, 1998

8:00 AM - Noon

Golf Tournament for Conference Participants
Lunch Sponsored by CIE

1:00 PM - 4:00 PM

CCID International Education Directors (IED) Meeting (By Invitation)
Chaired by Robert Ludwiczak, Executive Director, CCID

5:00 PM - 6:00 PM

Hospitality Suite Open

7:00 PM

Guyana Dinner (By Invitation)

SUNDAY, THE 1ST OF FEBRUARY, 1998

7:30 AM - 8:30 AM

Member Presidents' Breakfast Sponsored by Academic Systems

8:30 AM - Noon

CCID Board of Directors Meeting (By Invitation Only)
Dr. Maxwell C. King, Chair, Board of Directors, CCID

9:00 AM - 5:00 PM

Registration
General registration assistance, conference information and information about local attractions.

10:00 AM - Noon

Affiliate President/POC Session
Nuts & Bolts Workshop
Pete Kellams - IED Vice Chair

1:00 PM - 4:00 PM

Pre-Conference Workshops (Fee $50.00)

The International Community College - Developing a Comprehensive Plan
Dr. Tom Carey, Mr. Scott Branks, Mr. Joel Fleischer - NAFSA

Opening the Bottleneck for Underprepared Students
Dr. Tace Crouse, Executive Vice-President of Instruction at Brevard Community College

4:00 PM - 5:00 PM

Post Board of Directors' Meeting for IED's (By Invitation Only)

6:00 PM

Ribbon Cutting Officially Opening Exhibit Area
Dr. Robert Jensen, Dr. Maxwell C. King and Dr. Bill Stewart

6:30 PM

Conference Opening Reception

7:00 PM

Conference Opening Banquet

Host College Welcome Address: Dr. Robert Jensen, Chancellor, Pima Community College

Conference Welcome and Introductions, Dr. Maxwell C. King, Chair, CCID

Keynote Speaker: Mr. John Webb, Retired President, Exxon Chemicals Americas
How to Involve the Corporate World Into the Education Community

MONDAY, THE 2ND OF FEBRUARY, 1998

7:00 AM - 8:00AM

Continental Breakfast - Sponsored by AIFS

A complimentary breakfast offered to all registered conference participants and registered spouses.

8:30 AM - 5:00 PM

Registration

General registration assistance, conference information and information about local attractions.

8:00 AM - Noon

Exhibits open

8:00 AM - 9:00 AM

Plenary

Emerging Technologies

Dr. George Leggett, Program Coordinator for Commercial Remote Sensing Workforce Div - Education & Training International: NASA-Stennis Space Center

9:00 AM - 10:00 AM

Plenary

Intellectual Property and On-Line Education

Mr. Ken Salomon, Dow, Lohnes & Albertson Law Firm, Washington, DC

10:15 AM - 11:45 AM

Models in Distance Learning - Panel Discussion

Dr. Kari Lampikoski, Institute of Marketing, Helsinki, Finland
Dr. John Levin, The University of Arizona
Mr. Bob Albrecht, Western Governors' University

Noon - 1:15 PM

Conference Luncheon

Fellowship Award Luncheon

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1:00 PM - 5:00 PM

Exhibits Open

1:30 PM - 2:30 PM

Concurrent Sessions

Fellowship Award - Joseph Weaver, Delhi College of Technology. Project Report: Open a Branch Campus in Tianjin, China.

International Student/Faculty Exchanges and How These Exchanges Effect our Domestic Economy.- Shosahana B. Tancer, Director of NAFTA Center & Professor of International Studies at Thunderbird/American Graduate School of International Management.

Flexible Systems to Provide Distance Education in Applied Studies in Occupations in Many Sectors - Margaret Neylan, Health Specialist, British Columbia Institute of Technology

Linkages Panel: Dr. Terrance Brown, Dr. Robert Jensen, Dr. William Greene, Mr. Robert Vitale, Dr. Kari Lampikoski

2:45 PM - 3:30 PM

Concurrent Sessions

Harford Community College International Nursing Continuing Education Project J. Ryker Hughes and Tina Zimmerman

NAFSA, ACIIE, AACC, Stanley Foundation, CCID (Tom Carey, Linda Korbel, Audree Chase, Jack Smith, Jim Humphrys)

The Role of an International Studies Department In Improving "Global Attitude" on the Community College Campus - Connie Mays and John Halder, Kirkwood Community College

3:45 PM - 4:30 PM

Concurrent Sessions

Internationalizing Curriculum to Educate for a Competitive Global Workforce - Dr. Marietta M. Advincula, Milwaukee Area Technical College

Technologies With our Foreign Neighbors and Friends - Professor Donald Clayton, San Jacinto College North

AIFS, CIE, CCIS (Cathy Fagan, Scott Lomas, Dr. Bill Greene) Study Abroad Programs

Internationalizing the Curriculum for Pre- and Inservice Teachers: Challenges and Opportunities for Colleges of Education, Dr. Sheryl L. Santos, Arizona State University - Main

5:00 PM - 7:00 PM

Reception poolside with entertainment (Cash Bar)

TUESDAY, THE 3RD OF FEBRUARY, 1998

7:30 AM - 8:30 AM

Continental Breakfast

8:00 AM - Noon

Exhibits Open

8:30 AM - 11:00 AM

Registration

8:30 AM - 9:30 AM

Plenary: Total Virtual Campus: Anytime, Anywhere Learning - Dr. Tace Crouse, Executive Vice-President, Brevard Community College

Seizing the Future: How One College Put an Entire Degree On-Line in One Year - Dr. Abel Sykes, President, Lansing Community College

9:45 AM - 10:45 AM

Concurrent Sessions

Technology Education and National Development: One Size Fits All? Dr. Gary M. Grossman and Denise D. Byrd - Arizona State University

Multicultural Panel: Dr. William Yates, Brevard Community College; Col. Jose Bolton, USAF; Dr. Richard Hope, Woodrow Wilson National Fellowship Foundation

Trustee Session - Mr. Jack McGee, Moderator, St. Clair College of Applied Arts & Technology
Panelists - Mr. Walter Howald, Coast Community College District,
Mr. Merv Cronbaugh, Kirkwood Community College
Mrs. Betty McInturff, Community College of Spokane,
Mrs. Mary Dudek, Delaware Technical & Community College

11:00 AM - Noon

Concurrent Sessions

USAID, USIA, FAS Programs - Hiram Larew, Peter Becskehazy, Barbara Wolff

Russia Study/Tour for Faculty Professional Development - Dr. Jacqueline Taylor, Community College of Allegheny County

A Collaborative Methodology - Patricia S. Kaczmarek, Collaboration Consultant

Noon - 1:30 PM

Conference Luncheon
Werner Kubsch Award

Keynote Speaker: Mr. Del Spurlock, Associate Publisher NY Daily Times

1:45 PM - 3:30 PM

CCID Project Review: Pete Kellams, Paul McQuay, John Halder, Vee Sutherlin Francisco Bertot, Tony Digenakis, Leigh Kirtley, Donna Moro, Bob Keener, Ed Stoessel

4:00 PM

Closing Reception Poolside

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SPEAKER BIOGRAPHIES

Dr. Marietta M. Advincula-Carpenter
Dean, Consumer and Hospitality Services Division
Milwaukee Area Technical College
Tel: 414/297-6493

Marietta M. Avincula-Carpenter is currently Dean of the Consumer and Hospitality Services Division at the Milwaukee Area Technical College in Wisconsin. She taught in the field of Nutrition, Dietetics and Food Service Management at the University of the Philippines, University of Illinois in Chicago and Malcolm X College (City Colleges of Chicago). While at the University of the Philippines, she served as a Nutrition Consultant for the UNICEF Applied Nutrition Programs in the Philippines. Advincula-Carpenter served as Chief Clinical Dietitian at Weiss Memorial Hospital and Assistant Food Service Director at the University of Illinois Hospital in Chicago. Prior to her current position, she was Assistant Dean for Continuing Education at Truman College (City Colleges of Chicago).

Advincula-Carpenter received her Doctor of Education in Vocational, Technical and Occupational Education at Nova Southeastern University, Certificate in Distance Education at the University of Wisconsin-Madison, Master's degree in Hospital Dietetics at the University of Kansas Medical Center, Bachelor's degree in Home Economics (major in Nutrition and Dietetics) at the University of the Philippines, Certificate in Health Care Management at the University of Illinois in Chicago, and Dietetic Internship from the University of Minnesota Medical Center and the University of the Philippines-Philippine General Hospital.

Elected to Phi Kappa Phi, she was listed in the Who's Who of American Women (1987, 1988, 1989), Who's Who in American Education (1992), and Who's Who in the World (1989). In 1987, Advincula-Carpenter was awarded the Outstanding Award in the Field of Education by the following two organizations: Cavite (Philippines) Association of America, and the Midwest Regional Networking Together Minority Women's Organization.

Advincula-Carpenter continues her ministry to her church and community as well as her commitment to her husband, children, grandson, and her work at the milwaukee Area Technical College.

Dr. Robert C. Albrecht
Chief Academic Officer
Western Governors University
8880 E. 10th Pl.
Aurora, Colorado
Tel: 303/365-7500

Albrecht currently serves as Chief Academic Officer at the Western Governors University, heading the Colorado office of the University. In the summer of 1996, he had been named as co-director of the University; in 1997 at the first meeting of the Board of the WGU, he was designated the Chief Academic Officer.

From 1989 until 1997, Albrecht served as the Associate Vice President of the University of Colorado, chiefly dealing with technology across the four campuses of the University. After degrees from Illinois, Michigan and Minnesota, where he was awarded a Ph.D. in American Studies, Albrecht taught at the University of Chicago and the University of Oregon. He then served in positions in academic affairs at the University of Northern Colorado and the Montana University System until 1989.

Albrecht's publications include books and journal articles in American literature, academic administration and distance learning.

Mr. Peter Becskehazy
United States Information Agency
Washington, DC
Tel: 202/619-5434

Peter Becskehazy became chief of the United States Information Agency's (USIA) Advising and Student Services Branch in September 1996. His most recent foreign service assignments were Hungary where he served as Cultural Attache and Acting Counselor for Public Affairs, 1994-96, and Switzerland as Counselor for Public Affairs, 1990-94. Previous overseas assignments included the Regional Projects Office Vienna as Editor, Warsaw as Assistant Press Attache, Krakow as Consul General, Hamburg as Director of the Amerika Haus and Consul for Public Affairs, and Seoul, Press Attache. In USIA headquarters, Peter has worked as desk officer in the European Area office, coordinator of the Congress-Bundestag Youth Exchange program, and program manager in the Office of Arts America. He graduated from John Carroll University with a B.A. in Political Science, 1968, and finished his M.A. course work and thesis in International Relations at Ohio State University, 1970. He attended American University graduate school as a USIA Jefferson Fellow, 1979-80.

Colonel Jose Bolton, Sr., USAF
Commandant Defense Equal Opportunity
Management Institute
740 O'Malley Road MS 9121
Patrick AFB, Florida 32925-3399

Colonel Bolton assumed his present duties as the Commandant of the Defense Equal Opportunity Management Institute on May 30, 1996. Colonel Bolton earned a Bachelor's Degree in Sociology from Sioux Falls College, South Dakota, in 1969 and enlisted in the Air Force shortly thereafter. He was selected for Officer Training School and received his commission in 1973. In 1975, he earned a Master's of Education from Mississippi State University. In 1981, he was awarded his Ph.D. in Leadership and Human Behavior from the United States International University. He also has earned Master's Degrees in Public Administration and Marriage, Family and Child Counseling. He completed Squadron Officer School in 1976, Air Command and Staff College in 1987, and Air War College in 1988. He has earned diplomas from the Defense Systems Management College and the Industrial College of the Armed Forces.

Col. Bolton spent his first years in the Air Force as an enlisted person. His initial two assignments were as a Psychiatric Ward Technician at the Travis AFB, California, Medical Center, 1970-1971, and the Elmendorf AFB, Alaska, Hospital, 1971-1972. In 1972, he volunteered to become one of the first Race Relations Instructors in the Air Force and assisted in opening the Social Actions Office at Elmendorf AFB.

In December 1973, Col. Bolton was assigned to the 14th Flying Training Wing at Columbus AFB, Mississippi, as the OIC of the Human Relations Branch of the Social Actions Office. In 1976, he became the OIC of the Human Relations Branch at Elmendorf AFB, Alaska. While at Elmendorf, he assisted in opening the first Social Actions-run inpatient drug/alcohol treatment facility and was selected "Junior Officer of the Quarter." His next assignment took him to the Sacramento Air Logistics Center at McClellen AFB, California, where he was the OIC of Human Relations and Equal Opportunity and Treatment.

In 1980, he reported to the 513th Tactical Airlift Wing Royal Air Force Base, Mildenhall, England, as the Chief of the Social Actions Office. While there, he also served as Chief EEO Counselor and the base football coach. Upon his rotation back to the states, he was selected to become an instructor at the Air Force Academy in Colorado Springs, Colorado, working in the Behavioral Sciences and Leadership Department. A year later, he was promoted to assistant Professor and began counseling duties in the Cadet Counseling Center. He worked on projects that included: The

Integration of Women into the Academy, the Use of Exercise in Long-Duration Space Flight, and Stress Management. He was also responsible for all cadet human relations and substance abuse training and counseling.

In 1987, he became the Air Force Social Actions Field Activities Branch Chief at the Manpower and Personnel Center, Randolph AFB, Texas. Later, he became the Chief of the Air Force Social Actions Operations Division at the same center. He contributed significantly to the development of the Air Force Substance Abuse Counselor Certification Program and initiated fresh perspectives on the impact of noncognitive variables on minority officer promotions.

In 1990, he took command of the 325th Mission Support Squadron at Tyndall AFB, Florida. His unit received outstanding ratings on Operational Readiness Inspections, Unit Effectiveness Inspections, and had several members receive Air Force and DoD awards for their professionalism. In 1993, he reported to the Defense Systems Management College as a Professor of Behavioral Sciences. In late 1993, he assumed the position of Director of Academic Operations at the Industrial College of the Armed Forces and taught the Strategic Decision-making core course.

Colonel Bolton is a licensed Professional Counselor as well as a Nationally Certified Counselor. He wears the Master Personnel and Acquisition Badges. His military decorations include the Defense Meritorious Service Medal, the Meritorious Service Medal with four Oak Leaf Clusters, the Joint Service Commendation Medal, the Air Force Commendation Medal with one Oak Leaf Cluster, the Joint Meritorious Unit Award, the Air Force Outstanding Unit Award with three Oak Leaf Clusters, the Organizational Excellence Award with one Oak Leaf Cluster, the Good Conduct Medal, and the Small Arms Training Ribbon.

Mr. Scott Branks
International Center
Brookhaven College
Farmers Branch, Texas
Tel: 972/860-4613

Mr. Branks is International Advisor, International Center, at Brookhaven College and on the Adjunct Faculty in the Communications Division. He develops and provides all support services for international students including academic advisement, immigration procedures, ESL programming, admission and registration, health insurance, tax workshops, community service referrals, cultural adjustment and orientation programs, social and cultural activities. He conducts diversity workshops, coordinates district services for F-1 students, creates study abroad and international exchange opportunities, assists faculty with

international curriculum issues, serves as liaison to assist new immigrant, refugee, and non-immigrant students access academic and community resources. He serves as adjunct faculty in ESL developing diagnostic tests, exit competencies, curriculum, and supporting programs second language acquisition. Mr. Branks works with faculty and advisors in meeting the needs of limited English proficient students. He writes grants and secures community support networks.

Mr. Branks created a Multi cultural/International Center at El Centro College in Dallas, Texas and coordinated all academic and support services for international and ESL students.

He currently serves as the National Coordinator of Community Colleges for NAFSA: Association of International Educators. Develops and presents workshops for regional, and national organizations and international conferences such as TESOL - Teachers of English as a Second Language, CIEE - Council on International Education Exchange, CCID - Community Colleges for International Development, AMPEI-Mexican Association for International Education, ACIIE - American Council on International Intercultural Education, AACC, AACRAO, NASFA, and many other professional organizations promoting international education in community colleges worldwide.

Mr. Branks received his Masters of Liberal Arts from the Southern Methodist University in 1996.

Dr. Terrance R. Brown
Chief Executive Officer
Community Colleges of Spokane
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tbrown@ctc.edu

Dr. Terrance Brown has been the Chief Executive Officer of the Community Colleges of Spokane since 1987. He is responsible for total management of two colleges and an Institute for Extended Learning; annual budget of $85 million; and an enrollment of 26,000 students. Dr. Brown has 15 years experience as a community college president, 11 years in administrative college positions, and 15 years teaching (high school and college). Dr. Brown received his M.A. Degree in Education Administration and his B.A. Degree in Education, Science and Math from the Pacific Lutheran University. He received his M.S. Degree in General Science from Oregon State University and his Ed.D. Degree in Science Education from Oregon State University.

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Ms. Denise Byrd
Program Coordinator
International Project Unit
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Denise Byrd has been a Program Coordinator at the International Project Unit at Arizona State University for two years. Her responsibilities include project development, planning visits of international leaders, monitoring project fellowship placements, and short-term training visits from abroad. In addition, she is responsible for other project implementation activities. She also engages in public relation activities and promotional work with the campus and general communities, including other universities and development organizations.

Ms. Byrd has lived, worked, and traveled in more than ten countries, including Turkey, Austria, Switzerland, Hungary, Czechoslovakia, and Mexico. Her extensive travel abroad has prepared her to work effectively with other cultures. She began her career with the International Project Unit as an intern at the Arizona State University Ankara Project Office in Ankara, Turkey. While serving her internship, she participated in the NGO Forum at the United Nations Conference Habitat II, which was held in Istanbul, Turkey.

Dr. Thomas Carey
North Hennepin Community College
7411 85th Avenue, North
Brooklyn Prk, MN 55445
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Dr. Thomas Carey serves as the International Education Coordinator and International Student Advisor at North Hennepin Community College, Minneapolis, Minnesota. He is currently serving his third year as Vice President of Member Relations for NAFSA: Association of International Educators, which is the largest international organization in the United States. Dr. Carey was the first community college person to serve in this capacity of NAFSA in 50 years. He also serves as the Coordinator for Education for Global Learning (EGL): a consortium of nine Minnesota Colleges involving faculty development and study abroad. In 1997 and 1998 EGL sponsored a study abroad program in Costa Rica which Dr. Carey facilitated.

In 1995 he was on a faculty exchange with the Royal Melbourne Institute of Technology and lived in Melbourne, Australia. In December of 1995 he was invited to give a

major presentation of the Annual Conference of International Student Advisors Network of Australia in Fremantle, Western Australia. He has worked with international students and in international education for 25 years and was also on a Fulbright in Germany in 1985. Dr. Carey also facilitated CCID Exchanges with both Czech Technical Institute and Technical University of Budapest.

Ms. Audree M. Chase
American Association of Community Colleges (AACC)
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Washington, DC 20036
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Audree Chase is the Coordinator of International Services at the American Association of Community Colleges (AACC). She works to raise the profile of international education at community colleges. Serving as liaison to the American Council on International/Intercultural Education (ACIIE) and Community Colleges for International Development (CCID), she also works with other international education organizations and federal agencies in Washington, DC. Meeting regularly with international visitors to explain the mission of U.S. community colleges, she helps facilitate institutional relationships between community colleges and higher education institutions and other organizations worldwide. Formerly, she worked at Meridian International Center where she arranged professional programs for international leaders. Prior to that, she taught Russian Language and Short Stories at Northampton County Community College, PA. She has a B.A. in Russian/Soviet Studies and Russian Language from Dickinson College, PA.

Dr. Tace Crouse
Executive Vice-President
Instructional Programs
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Tace Crouse is the Executive Vice-President for Instructional Programs for Brevard Community College. Prior to her current position, she served as the Cocoa Campus President. Since 1991, she has served as college-wide coordinator of the Interactive Televised classes and telecourses, and is responsible for the development and implementation of BCC's Online Campus. She also is the Director for a FIPSE grant for faculty development for the online programs. In 1995, Dr. Crouse was awarded the Pioneer Award by Academic Systems Corporation for her leadership in providing computer-assisted instruction to under-prepared students.

Dr. Crouse has served BCC in various capacities during her tenure; as Assistant Professor and Department Chair for Mathematics, Dean of Mathematics, Science and Technology and as Campus Provost/Dean of Instruction.

Before joining BCC in 1986, she taught at various public junior and senior high schools, where she was twice named Teacher of the Year and received a Presidential Award for Excellence in Science and Mathematics Teaching.

Dr. Crouse holds B.S. and M.Ed. Degrees in Mathematics from Shippensburg University of Pennsylvania and an Ed.D. in Educational Leadership from the University of Central Florida.

Ms. Cathy Fagan
Vice President/Partnership Programs
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Cathy fagan has been working with community colleges for the past 18 years, coordinating study abroad programs which include full semester, intensive language, and short-term study tours. She has been involved in CCID since 1982. Cathy has taught Spanish language in both the Los Angeles and Rancho Santiago Community College Districts and has earned degrees in both Latin American Studies and Spanish Language from California State University. In the past 18 years, she has visited 36 foreign countries and personally escorted many study groups abroad including several CCID Presidents' Tours.

Dr. William Greene
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Dr. Greene has served as Director of International Education at Broward Community College (BCC) since 1977, and in this position, has directed the development of a comprehensive community college international education program. BCC operates an overseas study center in Seville, Spain, and conducts numerous summer study-abroad programs. Dr. Greene has pioneered the development of affiliated American Colleges overseas, and BCC has established formal linkages with institutions in Seville, Singapore, Buenos Aires, Dubai and Cuenca, Ecuador. Dr. Greene was the Executive Director of the Florida Collegiate Consortium for International/

Intercultural Education (1977-88) and served as vice-chair of the Florida Council on International Education (1993-96). He has authored many articles on International Education topics, and was the recipient of the 1993 CCID Werner Kubsch Award.

Dr. Gary M. Grossman
Executive Director
International Projects Unit
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Dr. Grossman is the Executive Director of the International Projects Unit and Associate Professor of Information and Management Technology at Arizona State University. He previously was engaged in the development and implementation of projects around the world at The Ohio State University's Center on Education and Training for Employment. He received his Masters and Doctorate at Purdue University and his Baccalaureate Degree at the University of the Pacific.

Dr. Grossman has become one of the leaders in international project implementation in America. In his career, he has provided leadership in educational development in Micronesia; the Peoples' Republic of China; Indonesia; Singapore; Hong Kong; India; Russia; Central Europe; and in several African states, as well as an agenda of projects within the United States. Dr. Grossman's most extensive involvement, however, has been in Turkey, where he has worked extensively since 1988. His particular focus has been in the education and workforce development sectors, with projects with the State Planning Office, the Ministry

of Labor, the Ministry of National Education, and the Council of Higher Education (YOK).

Dr. Grossman is currently developing projects around the world, continuing to focus his attention to the relationships between education, training, technological diffusion, and economic development, with particular regard to the developing world.

Mr. John Halder
International Studies Director
Kirkwood Community College
Cedar Rapids, Iowa
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John Halder grew up in London, England, where he graduated from the University of London, B.Sc(Econ.) Hon's., Political Science. His interest in international education at Kirkwood Community College began with managing the CASS program of Central American students, subcontracted from Georgetown University.

Today he has responsibility for the International Student Office with 400 students; English as a Second Language Programs with 125 students, overseas faculty exchanges; study abroad activities; and international contracted training. He has special expertise in designing agricultural training programs, using knowledge gained from working in Kirkwood's Agriculture Department, Rural Development Center, and from farming for 10 years in the US Midwest. He lives on the farm.

He coordinates the Iowa Study Abroad Consortium; the Iowa Community College International Association (ICCIA), and the Faculty International Exchange Programs for Community Colleges for International Development (CCID). He is on the Board of Directors of the Self Help Foundation (an NGO involved in agricultural development in Africa); the Midwest Institute for International/Intercultural Education; the National CASS Advisory Board for Georgetown University; and is on the Iowa Sister States Advisory Board.

Dr. Richard O. Hope
Vice President
The Woodrow Wilson National Fellowship Foundation
5 Vaughn Drive
Suite 300
Princeton, New Jersey 08543-5281
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Dr. Richard O. Hope is Vice President of The Woodrow Wilson National Fellowship Foundation. He is responsible for directing the Foreign Affairs Fellows Program and other higher education programs for the Foundation. Many of these programs sponsor and fund minority students to receive graduate degrees at the leading schools of international affairs. After completing their graduate degrees, these students are committed to international affairs careers, including placement in the U.S. Department of State,

Department of Agriculture, Department of Education, and Department of Commerce.

An expert in the field of higher education, Dr. Hope's experience includes positions in both the public sector and academia. Dr. Hope has taught at Indiana University at Indianapolis, where he was a full professor, Chairperson of the Department of Sociology and Director of the Intercultural Studies Center; Morgan State University where he was Chairperson of the Department of Sociology; Brooklyn College; and Syracuse University. He is the author of numerous articles and publications, most recently the books, African-Americans and The Doctoral Experience (1991) and Educating A New Majority (1996).

Dr. Hope graduated from Morehouse College in Atlanta with a B.A. in sociology. He received his M.A. and Ph.D. in sociology from the Maxwell School, Syracuse University. He completed a post-doctoral fellowship with the Monton Institute for Independent Study and was a fellow at Harvard University in the Institute for Educational Management.

Mr. J. Ryker Hughes
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Mr. Hughes is Division Chair of the Business and Technology Division, Interim Division Chair, Computer and Information Technology Division at Harford Community College. He manages twelve diverse program areas including Business, Accounting, Paralegal, CADD, Automotive, Electronics, Office Technology, Computer Information Technology, Retail Management, Hospitality and Real Estate programs. He reviews programs for currency/content and initiates changes when appropriate and works with business and governmental agencies to determine new program needs and skills. Mr. Hughes supervises 9 full time professors, over 50 adjunct instructors, and 7 part-time employees. He instructs courses at Harford Community College including Introduction to Business, Personnel Management and Principles of Supervision.

Mr. Hughes obtained a Master of Arts in Management and Supervision from Central Michigan University in 1984 and a

Bachelor of Arts, Cum Laude - Psychology - from Salisbury State University in 1975.

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James G. Humphrys is a native of Florida. He holds a Bachelors Degree in Economics from Davidson College and a Master of Science Degree in Systems Management from the University of Southern Califor ia. He served in the United States Army for 25 years, retiring as a Colonel in 1976. He was then employed by Brevard Community College, serving as the Director of Employee Relations, Provost of the Cocoa Campus and Associate Vice President of International Education. Mr. Humphrys was appointed as Executive Director of the Community Colleges for International Development, Inc. in 1981, and remained in this position until his retirement from Brevard Community College in 1992.

Mr. Humphrys has maintained his interest in international education and development, as a consultant and project manager. His most recent international project was as co-director of the Caribbean Conference on Workforce Development, held in Suriname in November, 1997. He was awarded the Order of the Palm by the Republic of Suriname in 1993, for service to international education and to the Republic of Suriname.

Dr. Robert D. Jensen
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Dr. Robert D. Jensen has served as a chief executive officer in higher education since 1978. His leadership at four community colleges in California and Arizona encompasses a broad range of expertise and experience in administration/management, curriculum, instruction, planning, institutional research, professional development and community outreach.

After leaving Oregon in 1978, where he served as Dean of the Mt. Hood Community College District, Jensen became president of American River College in Sacramento, California. This position began a 17-year career in California, leading to many major accomplishments at several community colleges, as well as at the state level where Jensen served as president of the California Community College Chief Executive Officers and president of the State Executive Committee of CEOs.

From 1984 to 1991 Jensen was Chancellor of Rancho Santiago Community College District in Santa Ana. He was then hired by the Contra Costa Community College District in Martinez to serve as Chancellor. In 1995 Jensen left California to become Chancellor of Pima Community College in Tucson.

Jensen earned a bachelor's degree in business/ administration/accounting and a master's in education/English/literature, both from Linfield College. He earned his doctorate in community college administration from Washington State University.

A sampling of awards and honors won by Jensen include being named among the top 50 community college leaders in the nation by the University of Texas; serving as a team leader for educational outreach programs in Japan, Taiwan, China, Spain, Mexico and throughout Europe; being selected "Educator of the Year" by the League of United Latin American Citizens of Orange County, California; and receiving the Annual Leadership Award for serving the Mexican American Community from SER/Jobs for Progress.

As Chancellor of Pima Community College, Jensen currently serves on the Boards of Directors for the Tucson Airport Authority, the Greater Tucson Economic Council (GTEC) and United Way. He is married and has four daughters.

Dr. George E. Leggett
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On December 1, 1997, Dr. George E. Leggett of McComb, Mississippi, became the newest member of the Stennis Space Center Education Program, assuming the position of Education Program Coordinator for the Commercial Remote Sensing Workforce Education & Training Initiative.

In his new position, Dr. Leggett will work closely with the Stennis Space Center Education Office and the Stennis Space Center Commercial Remote Sensing Program to develop and promote education and training in this rapidly expanding multi-billion dollar industry. Stennis Space Center is designated as the Lead Center for NASA for Commercial Remote Sensing. Dr. Leggett will be responsible for coordinating the workforce development of this merging technology within Mississippi, the nation, and internationally. His office is located in Building 1200 at Stennis Space Center.

Prior to accepting his new position, Dr. Leggett worked for 14 years in the McComb School District, beginning in April,

1983. Over the years he served as Vocational Director, Assistant Superintendent, Deputy Superintendent, Acting Superintendent and, beginning in September 1996, as Superintendent of the school district.

While at McComb, Dr. Leggett assisted in the planning and passage of a $2 million bond issue, helped established a business/education partnership program, secured funds for a perpetual scholarship to be administered by the Excel Foundation, planned and implemented a $600,000 public use facilities improvement program, planned and helped implement a deficit reduction plan, and planned, staffed and implemented an alternative education program.

Dr. Leggett received an Associate of Science Degree in Business Administration from Pearl River Junior College in 1964. He earned a Bachelor of Science degree in Business Administration (1966), a Master of Science degree in Industrial and Technical Education (1973), and a Doctor of Philosophy degree in Administration and Supervision (1978), all from the University of Southern Mississippi. He also attended Mississippi State University (1964-65).

He holds "AAAA" certifications through the State of Mississippi in School Administration, Secondary Administration, and Vocational Administration, as well as "AA" certification as Coordinator of Diversified Occupations Co-Op.

Dr. Leggett has extensive professional experience both in education and business. In addition to his years with the McComb school district, he has also worked with the Pascagoula School District (District Director of Vocational Education, 1985-86), the Moss Point School District (Assistant Superintendent, Vocational Director, and Career Education Director, 1973-79), and Poplarville High School (Vocational Co-Op Coordinator, 1971-72).

From 1979-82, he worked with the Arabian American Oil Company (ARAMCO) in Saudi Arabia, where he served as Superintendent of Area Operations, Superintendent of Planning and Programs, Area Maintenance Training Project Director, and Training Department Facilities Coordinator.

In Saudi Arabia, Dr. Leggett supervised a $350 million training facility project. As a result, he is recognized not only as a consultant in the area of Educational Facility Planning and Construction, but also as a Middle East cultures consultant.

Dr. Leggett has been a member of the Mississippi Association of School Superintendents, Mississippi Association of School Administrators, American Association of School Administrators, American Vocational Association, Association

for Supervision and Curriculum Development, Mississippi Chapter American Legion, Rotary International, Pike County Chamber of Commerce, Sunny Hill Volunteer Fire Department, and the Pike County Interagency Council.

He is married to the former Kay Holmes. They have a son Brad, 17, and a daughter Alison, 15.

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John Levin is Associate Professor of Higher Education and Director of the Community College Institute, Center for the Study of Higher Education, The University of Arizona in Tucson. A former college practitioner for over two decades, John Levin now conducts research investigations and teaches in the higher education graduate program. His recent research involves organizational change in community colleges in both the U.S. and Canada, globalization and higher education, and presidential influence on community colleges. He has a book chapter on distance education forthcoming, and an edited book on organizational change in the community college.

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Mr. Lindsey is an associate in Meyer Hendricks' Corporate and International Departments, where his practice focuses on domestic and international corporate, securities, real estate and commercial transactions, and environmental and natural resources law, with particular emphasis on business matters in Latin America. Mr. Lindsey is one of only a handful of American lawyers who also are licensed to practice law in the Republic of Mexico.

Mr. Lindsey graduated from Yale University with a B.A. in History in 1990, obtained a J.D. from Arizona State University in 1994 and in 1997, Licenciado en Devecho Mexicano. Instituto Tecnologico y de Estudios Superiores de Monterrey.

The Professional and Civic Associations Mr. Lindsey has been active in are the Sandra Day O'Connor Inn of Court and the A.S.U. Homeless Legal Assistance Project.

He is fluent and literate in Spanish.

Mr. Scott Lomas
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Scott Lomas is Vice President in charge of program development and college relations. Scott came to CIE study abroad in 1995 as Director of Recruitment after serving as a study abroad advisor in Hong Kong for U.S. bound students. He also has experience in distance education as a programmer for an interactive satellite broadcasting network in Washington state. Scott is a graduate of the University of Kent at Canterbury, England.

Ms. Connie Mays
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Connie Mays has spent most of her life in the Midwest, graduating from Wichita State University with her B.A. in Education. She has taught English Language and Literature in Colorado and Iowa, has taught English As A Second Language in Yap District of Micronesia as a Peace Corps Volunteer, has done teacher training as well as taught ESL in Krasnogorsk, Russia, through a CCID sponsored project, and for the past 12 years has taught ESL and coordinated the ESL Program of Study at Kirkwood Community College.

Currently, Connie is a member of the Beauty of Diversity Team at Kirkwood, is co-author/editor of the International Voices Website on the Kirkwood Homepage, and proud of Kirkwood's award winning ESL Program that includes a staff of 11 ESL faculty as well as 1225 international students representing 38 countries. The American Council on International Intercultural Education awarded Kirkwood Community College the International/Intercultural Achievement Award in 1997 for this English As A Second Language Program.

Connie is married, has three grown children, and enjoys travel, reading, and meeting new people from around the world.

Professor Kirby M. Milton
Lansing Community College
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Professor Kirby M. Milton started his career at Lansing Community College in 1973 when he was hired to develop the Photographic Imaging Technology Program for the College. He taught in the Photo Program for 20 years, receiving the College's Distinguished Faculty Award in 1989. In 1993, Kirby assumed the role of Title III Director, managing a five-year U.S. Department of Higher Education Strengthening Institutions Program grant designed to increase student retention. Currently, Professor Milton is directing the Virtual College On-Line Degree Program in his new role as the College's Director of Distance Learning Educational Initiatives.

Ms. Margaret Neylan
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Ms. Neylan led the development of a major bilateral project to assist the Institut Tecknologi MARA in Malaysia to develop a School of Health Sciences. ITM is a leading national post-secondary educational institution in Malaysia. It has over 37,000 students, nine campuses and twelve schools. After a global search, BCIT was selected as the senior foreign partner in the health initiative. One of the first four programs to be developed in nursing, she served as the initial leader for the first phase of the three-year project which began in August, 1995.

As Health Specialist in the International Department at BCIT, Ms. Neylan participated in missions and developed training project proposals resulting in twelve trainees coming for advanced studies in the School of Health Sciences. Through these activities, she has developed a network of contacts in the health and education sectors in British Columbia, Canada and in Malaysia. She has fostered mutual understanding and a productive partnership between BCIT International and the School of Health Sciences.

As Associate Dean, Nursing at the British Columbia Institute of Technology (BCIT), Ms. Neylan had educational, fiscal and administrative responsibility for the diploma nursing programs at BCIT. The General Nursing Diploma Program had a staff of 35 instructional and 5 support staff and an enrollment of about 300 students. She was responsible for developing and implementing the Remote Access Project which enables qualified applicants to complete the first year of the diploma program in one of five colleges in remote regions of the province. The college students who satisfactorily complete the first year, transfer to BCIT for the second year. Provided clinical resources are available in the region, students may return to their own communities for the last practice-intensive term.

Ms. Neylan had educational responsibility for the development and implementation of ten nursing specialty programs to prepare Registered Nurses to enter practice in specialized services.

As Department Ahead of Psychiatric Nursing diploma program, she provided leadership in developing a successful diploma program through resolution of curriculum, recruitment and job placement problems.

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Kenneth D. Salomon is a member of Dow, Lohnes & Albertson, pllc, and heads the firm's government relations and distance learning practice areas. He joined the firm as an associate in 1980. From 1978-1980, Mr. Salomon served as Deputy Chief Counsel of the National Telecommunications and Information Administration of the U.S. Department of Commerce. NTIA is the President's principal advisor on telecommunications and information policy. Before serving at NTIA, Mr. Salomon held Commission between 1970-1972 and 1975-1978, including a supervisory position in the FCC's Mass Media Bureau. From 1972-1975, Mr. Salomon was an associate in the Washington office of Squire, Sanders & Dempsey.

Mr. Salomon has extensive government relations experience, having conducted numerous successful Congressional and Administration lobbying campaigns on issues ranging from Internet copyright law, public and commercial broadcasting, cable TV, and student financial aid for distance learners, to international trade, taxation, immigration and targeted appropriations.

Mr. Salomon represents colleges and universities, and works closely with national higher education organizations, such as the American Council on Education, the American Association of Community Colleges, the Association of American Universities and the National Association of State Universities and Land Grant Colleges, particularly on legal and policy issues involved in distance learning, copyright, telecommunications, and computers. Most recently, Mr. Salomon represented higher education associations in their successful effort at the FCC to secure an exemption for colleges and universities from the requirement to contribute a percentage of income generated from their telecommunications activities to the E-Rate or Universal Service Fund created by the Telecommunications Act of 1996. The exemption also applies to activities of public broadcast and ITFS stations.

He is the author or co-author of numerous articles and monographs including Implications of the FCC Universal Service Decision on Educational Institutions and Libraries (May, 1997). Implications of the Telecommunications Act of 1996 on Schools, Colleges and Universities, 109 Education Law Reporter 1051 (1996); the Primer on Distance Learning and Intellectual Property Issues; Copyright Law and Information Superhighway; published in Technology and Higher Education (NEA Professional Library Higher Education Series (March 1997); Copyright and the Information Superhighway: Who Will Write the Rules of the Road, published in the January 1997 Policy Forum Issue of USDLA's Teleconference Magazine; and Federal Disability Law and Distance Learning, published by the Instructional Telecommunications Council of the American Association of Community Colleges. Mr. Salomon is a frequent speaker at education, computer, and public telecommunications meetings.

Mr. Salomon also has assisted clients to secure hundreds of grants from the Federal government, particularly from the NTIA's Public Telecommunications Facilities Program and Telecommunications and Information Infrastructure Assistance Program.

Mr. Salomon was born in Bridgeport, Connecticut. He graduated with honors from both Tufts University (BA) and The George Washington University School of Law (JD).

Dr. Sheryl Santos
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Professor Sheryl L. Santos is a teacher educator in the field of bilingual education at Arizona State University in Tempe. Dr. Santos recently completed an American Council on

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Education (ACE) Fellowship in the President's Office at San Diego State University with particular emphasis on internationalizing higher education. She is currently the co-chair of the Education Committee of the Arizona-Mexico Commission, Office of the Governor and also coordinates international opportunities for students in the College of Education at ASU. Professor Santos has been a Fulbright Scholar in Colombia, South America and has studied, worked abroad, and carried out a number of research studies in several universities around the globe. Sheryl also works during the summers as an escort-interpreter for the U.S. Department of State, Language Services Division.

Mr. Jack Smith
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Jack Smith lived 24 years in Rock Island, Illinois and moved to Muscatine, Iowa in 1964. He has a B.A. in Economics and graduated from North Park College, Chicago in 1964. He served in the Infantry, 5th Army, in 1961 and 5 1/2 years in the Army Reserve.

Mr. Smith served as Personnel Manager of HON Industries in Muscatine, 1964-68. He served as Executive Director of The Stanley Foundation from 1969-1983, Senior Associate Director, 1984-88; Vice President,1988-1984, and Senior Program Officer from 1995 to present. He develops and manages a variety of local, state and national international and intercultural education projects with community colleges, religious institutions and non governmental organizations.

He has served as a member of the Governor's Task Force on East Europe, Facilitator of Task Force on Congregational Assessment, President of Grace Lutheran Church Council, a member of planning Committee for Association of Community College Trustees 1996 Annual Convention, member of Muscatine trade delegation to Soviet Union, Head, Iowa Lutheran Delegation to the Soviet Union.

Mr. Smith is married and has two children.

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Mr. Spurlock is Associate Publisher/Executive Vice President of the Daily News L.P., New York Daily News.

He was Deputy Secretary of Labor for the United States Department of Labor and his targeted focus was reorganization and other management initiatives within the Department; negotiations of workforce dimensions of North America Free Trade Agreement; response to the Los Angeles riot.

His on-going responsibilities were: Day-to-day management of Department including national policy development and implementation concerning workforce training; workplace organization; workplace health and safety regulation and enforcement; pension and welfare benefits; employment and training of veterans; wage, hour, and child labor standards; affirmative action and labor-management standards; international labor affairs; national labor statistics programs.

Dr. Abel B. Sykes, Jr.
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Abel B. Sykes, Jr. was appointed President of Lansing Community College on June 1, 1989. President Sykes holds a Doctorate of Education from the University of California at Los Angeles; attended the Institute of Educational Management at Harvard Business School; has Bachelor and Masters Degrees in History from the University of Missouri; and also attended Kansas City Junior College. President Sykes served as President of Kings River Community College in California for five years. Prior to that he was President/Superintendent of Compton College in California for 15 years. He has also served as Dean of Instruction and taught United States History.

Since arriving in Lansing, President Sykes has become a member of the Board of Directors of various community agencies. He has participated in and chaired numerous accreditation reviews of educational institutions throughout the country. President Sykes also serves on the American Council of Education's Commission on Leadership Development and was the past President of the American Association of Community Colleges.

In 1986, President Sykes received the Fulbright Award to China.

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Dr. Tancer is Director of the NAFTA Center and Professor of International Studies at Thunderbird/American Graduate School of International Management, Dr. Tancer is also "of Counsel" to O'Connor, Cavanagh, Anderson, Killingsworth & Beshears, a prestigious Arizona law firm.

Dr. Tancer received her Ph.D. from Columbia University, her LL.B. from the University of Michigan Law School and her A.B. from Barnard College.

Dr. Tancer has lived and worked in Argentina where she was Chief of the Translation Department of Allende & Brea, a law firm in Buenos Aires; and in the Dominican Republic where she taught at the Universidad Nacional Pedro Henriquez Urena in Santo Domingo. She has written on various topics related to Latin America, the Canada-U.S. Free Trade Agreement and the North American Free Trade Agreement.

Active in civic and community affairs, Dr. Tancer is one the executive committee of the Phoenix Committee on Foreign Relations, on the board of the Arizona Theater Company and the Arizona Business Leadership Association; a founding member of Charter 100; an advisory Trustee of the Phoenix Country Day School and a member of the National Advisory Board of the University of Arizona College of Business and Public Administration. She is also a member of the Pacific Council on International Policy.

In addition, Dr. Tancer is a member of the Board of Directors of The FINOVA Group, a NYSE company, and a former member of the Board of Directors of Xantel Corporation and Mountail Bell (now a subsidiary of US West) Corporation.

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Dr. Jacqueline Taylor is the Vice President of Davenport College (Chief Operating Officer of the Grand Rapids Campus). Dr. Taylor previously was with the Community College of Allegheny County in Pennsylvania, where she held the position of System Vice President for Institutional

Development and Executive Dean of the Boyce Campus. Jacqueline's experience in higher education, includes serving as the President of Fulton-Montgomery College in New York and Vice President for Research, Planning, and Development with Lansing Community College. Jackie holds a Master's Degree and Ph.D. in College and University Administration from Michigan State University. Dr. Taylor's international experience includes development of academic programs in other countries as well as faculty and student exchange programs. She provided leadership for the CCID Russian Faculty Development Program during the summer of 1997. Dr. Taylor serves on the Board of the American Institute of Foreign Studies, has been an IED for CCID, and also has served on the CIBEX Consortium Executive Board, a consortium of colleges and universitites in the Pittsburgh area.

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Dr. Vitale is Director of International Education at Miami-Dade Community College. Dr. Vitale was project director for the creation of the American International College of Mexico, an academic affiliate of Miami-Dade Community College operating under the auspices of the Universidad del Valle de Mexico. MDCC serves as sponsoring member institution for the Costa Rica, Mexico and France study abroad programs of the College Consortium for International Studies. He is actively involved in the establishment of similar affiliated institutions in Costa Rica, Brazil and other Latin American nations. Dr. Vitale is Executive Director of the Florida Collegiate Consortium for International/Intercultural Education and served on the Florida Council on International Education (1993-96). He is Co-Director of the Florida-France International Linkage Institute. As a professor of foreign languages at MDCC, Dr. Vitale was awarded the Ruth and Jack Kassewitz Endowed Teaching Chair, and was awarded the rank of *Officier l'Ordre des Palmes Academiques* by the French Government.

Professor Joseph Weaver
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Joseph Weaver has had a long association with Delhi College of Technology. He received an AAS in Civil Technology from Delhi in 1964. After working as a soils technician, he

returned to Delhi as a Technical Assistant in Physics and simultaneously pursued and obtained a BS in Mathematics from SUNY Oneonta. Professor Weaver spent the next five years working for the Applied Physics Laboratory of Johns-Hopkins University as a Systems Analyst. He earned an MS in Numerical Science from Johns-Hopkins. In 1972 Professor Weaver returned to Delhi to teach in the Mathematics Department. Professor Weaver's initial assignments at Delhi involved teaching the full spectrum of mathematics and statistics courses offered by the college. In 1981 he began the development of the Computer Science Program at Delhi and served as a member of an NSF funded project to make computing an integral part of Delhi's curriculum. In 1982 he applied for and was accepted to the first Institute for Retraining in Computer Science sponsored by the ACM/MAA and funded by the Sloane Foundation.

In 1992 Professor Weaver was selected to serve in the Chinese Foreign Expert Program and spent the 92-93 academic year at the North West Institute of Light Industry teaching computing and working on a research project. In the fall of 1994 he began to organize an exchange of students with Tianjin University of Commerce and in the spring of 1995, the first contingent of 11 students went from Delhi to Tianjin followed by three Tianjin students coming to Delhi in the fall of 1995. Professor Weaver has continued to be active in international programs and in January of 1996 he was appointed Coordinator of International Programs at Delhi. Since then he has assisted students who were seeking foreign study opportunities, served as the academic advisor to Chinese students who were studying on Delhi's campus, arranged for numerous visiting scholars, and chairs Delhi's International Affairs Committee.

Outside of work, Professor Weaver enjoys foreign travel, antiques, boating, and playing golf.

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John Webb is a member of the Advisory Board of the International Institute of Education, Southern Region. The IIE works to develop the leadership capacity of individuals from around the world. Among his many activities is administering the Fulbright Student Program. The Southern Region encompasses the southeastern U.S., from Texas to Florida.

Mr. Webb retired in 1996 from Exxon, where he had held a number of senior management positions. Most recently he was President of Exxon Chemical Americas located in Houston, Texas. In this position, he had geographical responsibility

for the United States and Latin America for Exxon's chemical business.

Mr. Webb joined Exxon in 1964 at the Baytown Chemical Plant and held a number of positions in manufacturing and marketing in Texas and the New York area.

In 1978, he moved to Brussels, Belgium. He was named Executive Vice President of Exxon Chemical Europe in 1980. While in Belgium, Webb was Chairman of the Board of the International School of Brussels.

He returned to the U.S. in 1984 as Executive Vice President of Exxon Enterprises, which was then responsible for Exxon's activity to diversify outside of energy. He returned to the chemical company in 1985 and was named President of the global Polymers Business Group. Subsequently, he headed the Performance Products Business Group. During this period, he also had geographic responsibility for a number of countries throughout the world.

In 1992, he moved to Dallas to become executive assistant to the Chairman and President of Exxon Corporation. He returned to Houston as President of Exxon Chemical Americas in 1993.

A native of Pittsburgh, Pennsylvania, Webb graduated from Lehigh University with a BS degree in chemical engineering and from Carnegie Mellon University with an MS degree in chemical engineering. He is currently a member of the Engineering Advisory Council at Lehigh.

He is married to Francine, a native of Paris, and has four children.

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Barbara Wolff is a member of the new Outreach Team at USDA's Foreign Agricultural Service. She has been with FAS since 1984. Before joining the Outreach Team, Barbara worked on FAS marketing programs in the Dairy, Livestock and Poultry Division. Barbara earned her B.A. in Anthropology at the George Washington University, and is currently working on a Ph.D. in Anthropology at the Catholic University of America. She is a native Virginian.

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Dr. William T. Yates is Executive Director (Founding) of the Moore Multi-Cultural Center, a new permanent entity at Brevard Community Colleges's Cocoa Campus that is dedicated to improving human relations, ameliorating racial tension, and improving communication within and between the diverse groups of people in Brevard County and the State of Florida. The Moore Multi-Cultural Center was created under the visionary leadership of BCC's dynamic District President, Dr. Maxwell C. King and has been operational since August of 1996.

Prior to his present position, Dr. Yates was Assistant Vice President for Affirmative Action for Temple University from 1992 through mid-August 1996, where he was responsible for all affirmative action and equity initiatives for that university's five campuses, 31,000+ students, and 7500+ faculty and staff. Under his leadership, Temple was the first university in the United States to win the Department of Labor's Exemplary Voluntary Effort (EVE) Award. In addition, Temple developed a protocol for voluntary affirmative action measures for capital construction projects that become a Commonwealth-wide model for Pennsylvania and led to the continuation (without challenge) of the University's achievement of over 36% of contract dollars for these construction projects being awarded to minority and women-owned firms, and 38% of actual construction hours being worked by minorities and women.

Dr. Yates worked at Princeton's Woodrow Wilson National Fellowship Foundation from 1990 through 1992 as a program manager responsible for funds development and administration of programs dedicated to ameliorating under-representation of minorities and women in public policy and international affairs and directed the Black Scholars Program, which sent nationally-known Black scholars to Historically Black Colleges and Universities (HBCUs) to serve as role models and to stimulate interest among students at these schools in becoming college or university teachers and professors. These programs have been acknowledged as successes that made a difference in targeted areas.

Dr. Yates is a retired regular Air Force Lt. Colonel who spent 17 years in a variety of positions related to human relations, equal opportunity, equity, and human relations education, culminating in his last assignment as Director of

Training at the Defense Equal Opportunity Management Institute (DEOMI) at Patrick Air Force Base, Florida, from 1987-1989. In this capacity, he was responsible for all small group facilitation and training of Department of Defense Equal Opportunity Advisors for all four branches of the armed services and the United States Coast Guard. He is married to the former Dr. Sue Wilson, a native of Burlington, North Carolina.

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Ms. Zimmerman has served as Division Chair: Nursing, Allied Health and Physical Education at Harford Community College since 1994 and since 1986 has been on the faculty of Medical-Surgical Nursing. She served on the faculty of Fundamentals and M/S Nursing at Cecil Community College, North East, Maryland from 1984-1986 and at Southern College in Collegedale, Tennessee was on the faculty of M/S Nursing and Nursing Assessment. She was the Diabetic Clinical

Specialist at City Hospital in St. Louis, Missouri and Staff Nurse/Team Leader at Barnes Hospital in St. Louis.

Ms. Zimmerman has a Master of Science in Nursing from St. Louis University in 1977 and a Bachelor of Science in Nursing, Columbia Union College in 1974.

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